



Presented by
**Jim Nys of
Personnel-Plus!
Consulting Services**

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Managing in Montana 2012

Montana's Top Employment Questions

1. Who is **exempt** from overtime?
2. What activities must I **pay** an employee for?
3. Who qualifies as an **independent contractor**?
4. When can I use drug, alcohol, and polygraph **testing** with my employees?
5. How can I terminate workers without being found guilty of **wrongful termination**?
6. How do I avoid charges of workplace **discrimination** and harassment?
7. What are my responsibilities towards an employee with a **disability**?
8. What **time off** must I approve and when can I say no?
9. How should I respond to **Unemployment Insurance**?
10. How do **Montana laws** differ from other state's employment laws?

Date: Aug. 29th, 2012
City: Billings, MT
Location: Holiday Inn Grand
Time: 8:15 AM - 4:30 PM

NFIB Members	\$79
Non-NFIB Members	\$99
\$20 per person discount given if sending two or more representatives to the same workshop.	



**James A. Nys
Presenter**

Nys has well over 30 years experience in personnel management working for the State of Montana and since 1987 as a private consultant. Nys holds a Masters degree from the University of Montana and is certified as a "Senior Professional in Human Resources" by the Society for Human Resource Management (SHRM). Nys is also a member of the NFIB and part of the NFIB MT Leadership Council.

**Your Local
Job Service
Employers Committee**



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